

2016-2017 BUDGET QUESTION

Response to Request for Information

DEPARTMENT: Human Resources

REQUEST NO.: 98

REQUESTED BY: Alter

DATE REQUESTED: 8/16/17

DATE POSTED: 8/31/17

REQUEST: What is the cost to increase the living wage to \$14.50 per hour for all permanent, part-time, and temporary employees? Does the proposed living wage increase cover temporary employees? If not, what would the cost be to include those employees in the living wage increase?

RESPONSE:

The FY18 cost to increase the living wage to \$14.50 for all regular¹ and temporary employees would be \$2.00M, assuming 25 pay periods (effective Oct 1, 2017). This is highlighted in green on Table 1.

Table 1: FY18 Cost for Living Wage Increase to \$14.50 (Council Inquiry)
25 Pay Periods - Effective 10/1/17 & Paid 10/20/17

	Regular Employees	Temp Employees	All Employees
General Fund	\$26.7K	\$1.67M	\$1.69M
Enterprise	\$22.0K	\$0.28M	\$0.30M
Support Services	\$4.0K	<\$0.01M	\$0.01M
Total	\$52.7K	\$1.95M	\$2.00M

The current proposal does not include any increase in the living wage for temporary employees. This is highlighted in blue on Table 2.

The FY18 cost to include temporary employees in the current proposal would be \$876K. This is highlighted in orange on Table 2.

Table 2: FY18 Cost for Living Wage Increase to \$14.00
25 Pay Periods - Effective 10/1/17 & Paid 10/20/17

	Regular Employees	Temp Employees	All Employees
General Fund	\$5.34K	\$741K	\$746K
Enterprise	\$1.76K	\$134K	\$136K
Support Services	\$0.00K	\$1K	\$1K
Total	\$7.10K²	\$876K	\$883K

¹ "Regular" includes part-time, regular employees, and excludes temporary employees.

² There are 8 regular employees earning between \$13.50 and \$14.00, which accounts for the variance between Table 1 and Table 2